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Finishing tires61	(three tests)
Handing out stock67	(three tests)
Tire building16	(thirteen tests) (low correlation probably due to difference of men with permanent work)
Clerical work56	
General factory work operations.	.50	(estimated) (five tests)

In testing new employees, a form was used indicating that of men scoring 128 or above, 73 per cent. fall in the first three tenths; 21 in the next three tenths; 6 per cent. in the next three tenths; and 0 in the last tenth. For men scoring 103 to 127, the corresponding figures are 56, 31, 12, 1; *etc.* The application of this method helps much to cut down labor turnover, its success varying of course with the correlation between tests and ability. In the present case an effort was made to hire men falling within the first five or six tenths. The greatest need being for tire finishers, the tests for this were given; those not falling in the upper five or six tenths were given the tests for handing out stock or for general work. If again unsuccessful, they were recommended for unskilled labor; or some of the more alert-appearing were given the tests for clerical work. Individual interests were considered, but marked maladaptations were avoided when possible, the man being shown the meaning of the tests, and dissuaded if possible.

Almost all hired on the basis of the tests seem to have made good; all who fell below and were hired merely as a check on the method gave up the work in a short time.

The work has temporarily been dropped, but it will go on in new hands.

BALDWIN, BIRD T.: "The Function of Psychology in the Rehabilitation of Disabled Soldiers." Walter Reed Monograph and *Psychological Bulletin*, 1919, 16, 267-290.

This is a report on the writer's work at the Walter Reed Hospital, in applying psychological methods for therapeutic and vocational purposes. The work began with intensive study of a few cases (April, 1918); examination of mental status was supplemented by a more comprehensive personal and social study, and recommendations were made for educational and vocational guidance. It was soon found that the chief problem was to develop the right mental attitude in the disabled man, and to assist those who came in contact with the patient to assume a wholesome relationship toward him. The work developed rapidly; for several months 1,200 men were enrolled, and about 250 persons were engaged in the work.

Psychologists were frequently called on for mental age ratings, and officers in educational departments infused psychological methods into the work. The scope of the psychological work comprised: (1) Inquiries into personal and social history, and special aptitudes, (2) Intelligence tests; and special studies of cases where uncertain diagnosis or special disorder required it, together with suggestions for therapy, (3) Trade tests, (4) Measures of strength and extent of voluntary movements, (5) Comparison of advantages of various methods of teaching, (6) Development of morale.

Good personal rapport with patients was of great importance; and pity was avoided.

Trade tests supplemented vocational histories; men who were 80 per cent. efficient in army trades or specialties were retained until the armistice, and recommendations made to the Limited Service Board. Others were assisted in vocational selection, and given training. When ready for discharge, men were interviewed by the Federal Board for Vocational Education, and the trade tests and other information handed on to them.

Analysis of psychopathic patients, and medical social work were carried on. The latter reached large proportions, in interviewing men and their families before and after their time in the hospital, as well as during it.

The exercise of special muscle-groups was systematically undertaken, from the standpoint of vocational training rather than formal mechanotherapy. This was diversional, occupational, curative, vocational, or educational in emphasis, depending on the case. Both in the work-shop and in the ward, occupations were selected which exercised given muscle-groups, forcing the extension and flexion of less mobile members. Special importance was attached to the mental attitude of the patient, manly trades being given preference when possible, but any work being preferred to none. The aim was to help the man to regain confidence and the outlook of a normal man; to teach him the habit of steady work, and when possible to give him a man's occupation.

Arm-amputation cases were taught to use their remaining arms to take the place of those lost, and to rely chiefly on their healthy members rather than artificial members. Special training was given in the use of appliances attached to stumps, in the operation of different types of machines. Patients with artificial legs were practised in walking before leaving the hospital; and leg amputation cases were also taught the use of appliances, as in running of foot-looms, *etc.*

Such work as this is directly applicable to industry, and some states have adopted it in their hospital systems.